



# U.S. Army Dental Command Civilian Human Resources Newsletter

June 2010

This newsletter is a strategic communication tool intended to inform all levels on DENTCOM civilian human resources issues and initiatives.

## **Command Employees Market Career Opportunities**

Command employees are participating in a number of outreach events designed to promote civilian employment opportunities. Armed with newly designed recruitment brochures, promotional items and marketing displays, representatives are staffing booths at regional dental events in Georgia, New Mexico, Missouri, Oklahoma, and Washington state. Participation is already increasing traffic to the command's recently established [www.civiliandentaljobs.com](http://www.civiliandentaljobs.com) recruitment web page. Each region and activity has the ability to post announcements to and retrieve resumes from the site. To date resumes have been received from more than 625 candidates.

## **Financial Fitness Web Site Launched**

The Civilian Personnel Management Service (CPMS) has launched a new financial fitness web site designed to provide information that will help you align your finances with your personal objectives. The site, which is part of a larger work-life initiative, includes tips, techniques, and tools that will help you with saving for life stages, maximizing your retirement benefits and increasing your financial IQ. For additional information visit: [http://www.cpms.osd.mil/finfit/finfit\\_index.aspx](http://www.cpms.osd.mil/finfit/finfit_index.aspx).

## **Overtime and Compensatory Time**

In accordance with Dental Command Policy Letter 08-53, all civilian employees will be compensated for work in excess of an eight hour day. Overtime requests shall be approved in writing prior to the work being performed unless alternate provisions have been established by a local labor contract. Supervisors must verify funding availability prior to approving any overtime request. Civilian employees covered by the Fair Labor Standards Act (FLSA) are entitled to premium pay unless they request compensatory time in writing. Compensatory time should be used within 26 pay periods after being earned to prevent it from reverting to overtime pay. Civilian dentists covered by the National Security Personnel System (NSPS) or Hybrid dentist personnel system are not eligible for overtime pay or compensatory time. Additional information is available at: <http://cpol.army.mil/library/permis/5046.html>.

